

AB 2561- STATUS OF VACANCIES AND RECRUITMENT AND RETENTION

Report and Public Hearing

May 6, 2026



- AB 2561 imposes three requirements on local agencies:
 - (1) at least once each fiscal year, an agency's governing board must hold a public hearing and receive the agency's report on the status of vacancies and recruitment and retention efforts
 - (2) during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles
 - (3) the agency must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing

Background



- If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions the following additional information is to be presented:
 - (1) The total number of job vacancies within the bargaining unit
 - (2) The total number of applicants for vacant positions within the bargaining unit
 - (3) The average number of days to complete the hiring process from when a position is posted
 - (4) Opportunities to improve compensation and other working conditions.

Vacancy Rates



Table 1: Vacancy Rate by Bargaining Group as of April 28, 2026

Gold Coast Transit District	Positions	Vacancy Rate	Active Count
Service Employees International Union Local (SEIU) 721	Bus Operator Mechanical Administrative	2.06%	191
International Brotherhood of Teamsters Local 186	Supervisory Reservations/Dispatch Finance	3.33%	29
Non-Represented	Management, Professional & Administrative	12%	22

Recruitment & Retention



Classification and Salary Structure

In 2023, GCTD conducted a review of employee's classifications and compensation compared to peer agencies. GCTD is always evaluating job classifications and compensation to ensure they are comparable to market value.

In September of 2025, GCTD and SEIU Local 721 finalized changes to the three-year Memorandum of Understanding (MOU) for bus operators unit to now include both Fixed Route and Demand Response Drivers. Included in these changes were establishment of a wages table for Demand Response.

In January of 2026, GCTD and Teamster Local 186 came to agreement on a new Memorandum of Understanding (MOU) for Dispatchers/Reservationist in the department of Operations. This contract includes the introduction of a wage table with scheduled increases based on performance, clarification on work procedures and enhanced working conditions.

In January of 2026, GCTD and Teamster Local 186 began negotiations for a new Memorandum of Understanding (MOU) for the Finance Unit. Teamsters and GCTD continue to meet and discuss making progress towards a final contract.

Recruitment & Retention



Performance Review Process

GCTD is currently in the performance management process review period for Non-Represented Management & Professional positions. For Teamsters Units, their performance management review period occurs at their anniversary dates. This will be the third year of GCTD utilizing the new performance management process. The performance review process provides a means for discussing, planning, and reviewing each employee's work performance on an ongoing basis and annually reviewing and documenting the employee's development progress.

Strategic Plan

In July 2023, GCTD approved a three-year Strategic Plan, guided by input from our employees, the leadership team and Board of Directors, who worked together to explore opportunities for the future and identify how to address future challenges.

Onboarding & Promotional Process

GCTD has continued to work with consultant Uncomplicate HR, Inc. (UHR) to develop a structured Onboarding Plan.

This plan hopes to:

- Create a welcoming environment for newly hired and promoted employees
- Enhance job satisfaction and retention
- Provide support, tools, and resources to help transition into their new position
- Provide clear and consistent expectations from their supervisor.

Highest Employee Count



Table 3: Positions with Highest Employee Count Vacancy Rate

Gold Coast Transit District	Budgeted FTE	Actual FTE	Vacancy Rate
Bus Operator (Fixed Route)	126	123	2.4%
Bus Operator (Demand Response)	40	38	5%

RECOMMENDATION

IT IS RECOMMENDED that the Board of Directors receive a presentation on the status of vacancies and recruitments and retention – Assembly Bill 2561 – and hold a public hearing to receive input on information presented.

Questions?

